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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations	Wage Determination No.: 1994-2317 Revision No.: 19 Date Of Last Revision: 08/26/2003
State: Montana Area: Montana Statewide		

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.87
01012 - Accounting Clerk II	10.52
01013 - Accounting Clerk III	12.97
01014 - Accounting Clerk IV	15.92
01030 - Court Reporter	13.76
01050 - Dispatcher, Motor Vehicle	12.87
01060 - Document Preparation Clerk	9.61
01070 - Messenger (Courier)	7.80
01090 - Duplicating Machine Operator	9.61
01110 - Film/Tape Librarian	8.67
01115 - General Clerk I	8.27
01116 - General Clerk II	9.30
01117 - General Clerk III	9.43
01118 - General Clerk IV	10.57
01120 - Housing Referral Assistant	13.99
01131 - Key Entry operator I	8.66
01132 - Key Entry Operator II	9.27
01191 - Order Clerk I	9.92
01192 - Order Clerk II	10.72
01261 - Personnel Assistant (Employment) I	10.93
01262 - Personnel Assistant (Employment) II	12.29
01263 - Personnel Assistant (Employment) III	12.60
01264 - Personnel Assistant (Employment) IV	14.49
01270 - Production Control Clerk	13.76
01290 - Rental Clerk	8.88
01300 - Scheduler, Maintenance	9.67
01311 - Secretary I	9.67
01312 - Secretary II	10.53
01313 - Secretary III	13.99
01314 - Secretary IV	15.25
01315 - Secretary V	16.90
01320 - Service Order Dispatcher	12.56
01341 - Stenographer I	13.26
01342 - Stenographer II	14.71
01400 - Supply Technician	15.25
01420 - Survey worker (Interviewer)	9.69
01460 - Switchboard Operator-Receptionist	8.76
01510 - Test Examiner	9.92
01520 - Test Proctor	9.92
01531 - Travel Clerk I	9.23
01532 - Travel Clerk II	9.83
01533 - Travel Clerk III	10.47
01611 - Word Processor I	10.99

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01612 - Word Processor II	11.32
01613 - Word Processor III	12.66
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.98
03041 - Computer Operator I	11.05
03042 - Computer Operator II	11.28
03043 - Computer Operator III	13.35
03044 - Computer Operator IV	14.83
03045 - Computer Operator V	16.44
03071 - Computer Programmer I (1)	14.93
03072 - Computer Programmer II (1)	18.69
03073 - Computer Programmer III (1)	22.78
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	19.64
03102 - Computer Systems Analyst II (1)	24.58
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.61
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.86
05010 - Automotive Glass Installer	15.07
05040 - Automotive Worker	15.07
05070 - Electrician, Automotive	15.96
05100 - Mobile Equipment Servicer	13.44
05130 - Motor Equipment Metal Mechanic	16.86
05160 - Motor Equipment Metal Worker	15.07
05190 - Motor Vehicle Mechanic	16.86
05220 - Motor Vehicle Mechanic Helper	12.70
05250 - Motor Vehicle upholstery worker	14.21
05280 - Motor Vehicle Wrecker	15.07
05310 - Painter, Automotive	15.96
05340 - Radiator Repair Specialist	15.07
05370 - Tire Repairer	12.99
05400 - Transmission Repair Specialist	16.86
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.95
07010 - Baker	9.52
07041 - Cook I	8.33
07042 - Cook II	9.34
07070 - Dishwasher	6.60
07130 - Meat Cutter	12.16
07250 - Waiter/Waitress	6.97
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.96
09040 - Furniture Handler	11.23
09070 - Furniture Refinisher	15.96
09100 - Furniture Refinisher Helper	12.70
09110 - Furniture Repairer, Minor	14.21
09130 - Upholsterer	15.96
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.10
11060 - Elevator Operator	8.21
11090 - Gardener	9.88
11121 - House Keeping Aid I	6.96
11122 - House Keeping Aid II	8.43
11150 - Janitor	8.42
11210 - Laborer, Grounds Maintenance	8.28
11240 - Maid or Houseman	6.96
11270 - Pest Controller	11.76
11300 - Refuse Collector	8.38
11330 - Tractor Operator	10.05
11360 - Window Cleaner	8.96
12000 - Health Occupations	
12020 - Dental Assistant	11.34

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12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93	
12071 - Licensed Practical Nurse I	9.75	
12072 - Licensed Practical Nurse II	10.94	
12073 - Licensed Practical Nurse III	12.24	
12100 - Medical Assistant	10.54	
12130 - Medical Laboratory Technician	12.36	
12160 - Medical Record Clerk	11.00	
12190 - Medical Record Technician	13.54	
12221 - Nursing Assistant I	8.20	
12222 - Nursing Assistant II	9.21	
12223 - Nursing Assistant III	10.05	
12224 - Nursing Assistant IV	11.29	
12250 - Pharmacy Technician	12.63	
12280 - Phlebotomist	11.90	
12311 - Registered Nurse I	15.86	
12312 - Registered Nurse II	19.41	
12313 - Registered Nurse II, Specialist	19.41	
12314 - Registered Nurse III	23.48	
12315 - Registered Nurse III, Anesthetist	23.48	
12316 - Registered Nurse IV	28.14	
13000 - Information and Arts Occupations		
13002 - Audiovisual Librarian	16.53	
13011 - Exhibits Specialist I	15.39	
13012 - Exhibits Specialist II	19.07	
13013 - Exhibits Specialist III	23.33	
13041 - Illustrator I	16.93	
13042 - Illustrator II	20.98	
13043 - Illustrator III	24.94	
13047 - Librarian	15.56	
13050 - Library Technician	12.55	
13071 - Photographer I	11.41	
13072 - Photographer II	14.27	
13073 - Photographer III	17.37	
13074 - Photographer IV	21.64	
13075 - Photographer V	26.22	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	6.74	
15030 - Counter Attendant	6.74	
15040 - Dry Cleaner	8.18	
15070 - Finisher, Flatwork, Machine	6.74	
15090 - Presser, Hand	6.74	
15100 - Presser, Machine, Drycleaning	6.74	
15130 - Presser, Machine, Shirts	6.74	
15160 - Presser, Machine, wearing Apparel, Laundry	6.74	
15190 - Sewing Machine Operator	8.72	
15220 - Tailor	9.27	
15250 - Washer, Machine	7.08	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	17.45	
19040 - Tool and Die Maker	20.98	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	15.46	
21020 - Material Coordinator	15.79	
21030 - Material Expediter	15.79	
21040 - Material Handling Laborer	13.05	
21050 - Order Filler	12.17	
21071 - Forklift Operator	13.12	
21080 - Production Line Worker (Food Processing)	12.70	
21100 - Shipping/Receiving Clerk	12.17	
21130 - Shipping Packer	12.17	
21140 - Store Worker I	9.67	
21150 - Stock Clerk (Shelf Stocker; Store worker II)	12.98	
21210 - Tools and Parts Attendant	13.12	

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21400 - Warehouse Specialist		13.12
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic		17.42
23040 - Aircraft Mechanic Helper		13.59
23050 - Aircraft Quality Control Inspector		18.35
23060 - Aircraft Servicer		14.86
23070 - Aircraft Worker		15.57
23100 - Appliance Mechanic		15.96
23120 - Bicycle Repairer		12.99
23125 - Cable Splicer		23.24
23130 - Carpenter, Maintenance		15.96
23140 - Carpet Layer		18.24
23160 - Electrician, Maintenance		20.57
23181 - Electronics Technician, Maintenance I		15.67
23182 - Electronics Technician, Maintenance II		18.79
23183 - Electronics Technician, Maintenance III		21.39
23260 - Fabric Worker		15.12
23290 - Fire Alarm System Mechanic		16.86
23310 - Fire Extinguisher Repairer		14.04
23340 - Fuel Distribution System Mechanic		16.86
23370 - General Maintenance Worker		15.07
23400 - Heating, Refrigeration and Air Conditioning Mechanic		16.86
23430 - Heavy Equipment Mechanic		17.92
23440 - Heavy Equipment Operator		16.07
23460 - Instrument Mechanic		19.24
23470 - Laborer		9.58
23500 - Locksmith		17.12
23530 - Machinery Maintenance Mechanic		18.47
23550 - Machinist, Maintenance		16.51
23580 - Maintenance Trades Helper		13.14
23640 - Millwright		16.86
23700 - Office Appliance Repairer		17.12
23740 - Painter, Aircraft		15.96
23760 - Painter, Maintenance		19.01
23790 - Pipefitter, Maintenance		21.49
23800 - Plumber, Maintenance		17.73
23820 - Pneudraulic Systems Mechanic		17.99
23850 - Rigger		17.99
23870 - Scale Mechanic		16.02
23890 - Sheet-Metal Worker, Maintenance		17.64
23910 - Small Engine Mechanic		15.07
23930 - Telecommunication Mechanic I		17.76
23931 - Telecommunication Mechanic II		18.38
23950 - Telephone Lineman		17.76
23960 - Welder, Combination, Maintenance		16.86
23965 - Well Driller		16.86
23970 - Woodcraft Worker		17.99
23980 - Woodworker		14.41
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		7.58
24580 - Child Care Center Clerk		10.50
24600 - Chore Aid		7.29
24630 - Homemaker		12.21
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender		17.16
25040 - Sewage Plant Operator		18.05
25070 - Stationary Engineer		17.87
25190 - Ventilation Equipment Tender		12.79
25210 - Water Treatment Plant Operator		17.73
27000 - Protective Service Occupations		
(not set) - Police Officer		21.39
27004 - Alarm Monitor		10.92
27006 - Corrections Officer		18.00

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27010 - Court Security Officer		19.14
27040 - Detention Officer		18.00
27070 - Firefighter		18.02
27101 - Guard I		8.41
27102 - Guard II		10.22
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer		16.28
28020 - Hatch Tender		16.28
28030 - Line Handler		16.28
28040 - Stevedore I		16.15
28050 - Stevedore II		19.95
29000 - Technical Occupations		
21150 - Graphic Artist		17.12
29010 - Air Traffic Control Specialist, Center (2)		29.10
29011 - Air Traffic Control Specialist, Station (2)		20.07
29012 - Air Traffic Control Specialist, Terminal (2)		22.10
29023 - Archeological Technician I		15.14
29024 - Archeological Technician II		16.93
29025 - Archeological Technician III		20.98
29030 - Cartographic Technician		22.86
29035 - Computer Based Training (CBT) Specialist/ Instructor		19.64
29040 - Civil Engineering Technician		17.37
29061 - Drafter I		11.59
29062 - Drafter II		14.72
29063 - Drafter III		18.44
29064 - Drafter IV		22.86
29081 - Engineering Technician I		10.18
29082 - Engineering Technician II		12.94
29083 - Engineering Technician III		16.17
29084 - Engineering Technician IV		20.03
29085 - Engineering Technician V		24.52
29086 - Engineering Technician VI		29.65
29090 - Environmental Technician		15.87
29100 - Flight Simulator/Instructor (Pilot)		24.86
29160 - Instructor		16.20
29210 - Laboratory Technician		14.43
29240 - Mathematical Technician		19.11
29361 - Paralegal/Legal Assistant I		11.24
29362 - Paralegal/Legal Assistant II		14.03
29363 - Paralegal/Legal Assistant III		15.45
29364 - Paralegal/Legal Assistant IV		17.40
29390 - Photooptics Technician		17.37
29480 - Technical Writer		24.84
29491 - Unexploded Ordnance (UXO) Technician I		18.53
29492 - Unexploded Ordnance (UXO) Technician II		22.37
29493 - Unexploded Ordnance (UXO) Technician III		26.81
29494 - Unexploded (UXO) Safety Escort		18.53
29495 - Unexploded (UXO) Sweep Personnel		18.53
29620 - Weather Observer, Senior (3)		17.80
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)		16.02
29622 - Weather Observer, Upper Air (3)		16.02
31000 - Transportation/ Mobile Equipment operation occupations		
31030 - Bus Driver		13.77
31260 - Parking and Lot Attendant		7.55
31290 - Shuttle Bus Driver		11.04
31300 - Taxi Driver		8.04
31361 - Truckdriver, Light Truck		11.04
31362 - Truckdriver, Medium Truck		17.02
31363 - Truckdriver, Heavy Truck		16.09
31364 - Truckdriver, Tractor-Trailer		16.09
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker		7.62
99030 - Cashier		7.46

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99041 - Carnival Equipment Operator	8.78
99042 - Carnival Equipment Repairer	9.62
99043 - Carnival Worker	7.32
99050 - Desk Clerk	7.58
99095 - Embalmer	19.13
99300 - Lifeguard	9.42
99310 - Mortician	18.11
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.73
99500 - Recreation Specialist	10.49
99510 - Recycling Worker	11.12
99610 - Sales Clerk	9.11
99620 - School Crossing Guard (Crosswalk Attendant)	8.67
99630 - Sport Official	9.39
99658 - Survey Party Chief (Chief of Party)	16.99
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.34
99660 - Surveying Aide	10.55
99690 - Swimming Pool Operator	11.09
99720 - Vending Machine Attendant	10.39
99730 - Vending Machine Repairer	12.33
99740 - Vending Machine Repairer Helper	10.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All

operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

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or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) when preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

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wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.